Countryside Jobs Service®

THE Countryside Specialists since 1994

CJS® - The Original, the Biggest & the Best in the field

Advertisers Information Pack

Established in July 1994 as a jobs bulletin newsletter Countryside Jobs Service or CJS is the longest running such service for the countryside and conservation sectors. We publish information which we think will be of interest to people working in the countryside management and conservation profession.

CJS is an ethical business working in harmony with environmental professionals to conserve the British countryside and natural world. Motivated by conservation success not profits.

There are two publications produced under the CJS banner that carry recruitment advertising, each with a different target audience. Our website is extensive covering all aspects of working in the countryside sector including recruitment advertising.
Our readership is comprised of countryside, conservation and environmental professionals at all levels including those just starting in the profession.

CJS also advertises volunteer opportunities, apprenticeships and training placements.

Our readers are across the UK. The website is open access and does sometimes attract international readers. We advertise vacancies based anywhere in the UK.

In addition to recruitment advertising the website also has an extensive Training Directory. It is possible to advertise free of charge, paid options are available for greater prominence, please ask for more details. You may also advertise training and events in CJS Weekly and CJS Professional. Classified advertising is carried in CJS Professional, free options are available.

CJS is endorsed by and is the official jobs service for the ranger associations of the UK.

CJS is a corporate supporter of the National Biodiversity Network and sponsors the British Wildlife Photography Awards and the NGO Impact Award in the 2024 CIEEM Awards.

CJS is a member of the Rural Services Network, Country Land and Business Association (CLA) and Climate Coalition, and trade members of British Association for Shooting and Conservation.

How to contact us:

Email: ranger@countryside-jobs.com
Tel: 01947 896007
Post: CJS, The Moorlands, Goathland, Whitby, North Yorkshire YO22 5LZ

How to send copy to us:
Linage: online submission is best, we can also accept a text file by email.
Display: PDF (hi-res or print optimised) by email. If you work on PCs then most Office files are acceptable, please send scanned copy with original to confirm layout.
Logos: as JPEG preferably, PNG, GIF or PDF are also accepted, upload with your submission or send by email.

When there are lots of online job boards and newsletters why should we use CJS?

We're specialists in this sector.
We've been providing job information since 1994. Not only that but we're endorsed by the rangers associations of England, Wales, Northern Ireland and Scotland - Countryside Management Association and Scottish Countryside Rangers Association.

CJS is highly targeted.
Other publications and sites may boast of very large circulations &/or page views but with CJS our audience is highly targeted. You can be guaranteed that every applicant through CJS will have the right qualifications and skills.
One advertiser said: "After recent recruitments I was thinking of dropping CJS as other sites are quoted by many more applicants, but looking at the average scores of candidates those from CJS did score better".

CJS is highly visible.
Ranked number one for countryside jobs with Google and Bing and always in the top five for ecologist, arboriculturalist, environmental education vacancies and for wildlife work.

We're fast.
Adverts go online as soon as they're agreed, usually within an hour. Newsletter turn around is two days from deadline to publication for CJS Professional or one day for CJS Weekly.

CJS follows the aims of social enterprise,
A social enterprise is a business that trades for a social and / or environmental purpose. Since its inception this has been one of the core principles behind CJS. By advertising with CJS you're helping support all the other work we do – usually free of charge. (more here: c-js.uk/CJSsocialent)

CJS is social.
We send DAILY emails to 9,000 interested readers (opt in only, no automatic registration). As soon as your advert is live details are circulated by Twitter, Facebook and LinkedIn.
Followers and connections: Twitter: 7,700; Facebook: 5,100; LinkedIn 5,100 connections, a network of over 2 million and growing. (correct December 2020).
Reach 100,000 interested countryside professionals for only £60!

Let CJS take the strain out of recruiting.
Use our additional recruitment services and let the CJS Team handle all your applications through our PO Box service and use of our standard application form. Find out more about these services at the end of this information pack.

Still not sure?

Our advertisers say:
- A fast, efficient service, we always get a good response to adverts with CJS. (Government Agency)
- It's a simple but effective system for getting the advert out to the industry - sort of the 'Ronseal effect', straight forward and does exactly what it says on the tin! (County Wildlife Trust)
- Applicants via CJS usually have a better idea of what the post entails. (Borough Council)
- CJS adverts work well, it's good to advertise for staff without massive costs. (private country estate)

Our readers say:
- It's an excellent publication. (Country Park)
- An excellent source of current job vacancies within the environmental sector, ranging from volunteers to directors.
- CJS is the best thing since organic GM-free, Soil Association approved wholegrained sliced bread!

Read more testimonials on our website (here: c-js.co.uk/CJStestimonials).

Options for recruitment advertising - which is best for you.

CJS Weekly and Online - regular package

CJS Weekly is the original Countryside Jobs Service, a weekly newsletter sent to subscribers with a keen interest in the sector, actively looking for work and those just keeping in touch with current developments. It is the longest running such service and has an excellent reputation and proven results.
Adverts are included online and are usually posted within a few hours of receiving your confirmation but can be embargoed to a specific date. The main CJS Weekly newsletter is published every Friday (excluding Christmas, New Year and Good Friday.

CJS Weekly - free advertising

You can advertise free of charge in CJS Weekly. A free linage advert consists of your information heavily edited under six headings to fit the in-house style. There is no online coverage for free linage. Please note free linage adverts have the lowest response rate of all the options available.

CJS Professional - full coverage package

CJS Professional is our monthly newsletter sent free of charge to over 2,500 offices across the sector, including offices and sites of relevant authorities, agencies and conservation charities; also to opt-in members of Countryside Management Association and Scottish Countryside Rangers Association. Online in full with a short notice published on our LinkedIn page additionally around 500 individuals have opted-in to receive a reminder email letting them know when the edition is published. Making the total readership estimated at over 100,000. Being a monthly edition deadlines can be restrictive, published on the second Thursday of each month.
Adverts are included in CJS Weekly and online.

Voluntary and apprenticeship type roles

Advertising is available in all of the above and there is a 50% discount on any paid advertising.
For these roles only: the free advertising option in CJS Weekly includes online coverage in the dedicated volunteers section or on the apprenticeship page plus limited social media coverage.

CJS Weekly - free advertising. More information: Why do we offer free advertising?

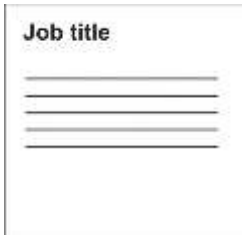
The short answer is because we always have.
CJS started as an aggregation service, pulling together adverts from various publications and putting them together into one handy newsletter package, one of the first search engines if you like, in 1994 the internet was not as big as it is today and google was four years away. The founders of CJS believed in putting back as much as they could and didn't want to charge the charities and organisations looking after our valuable countryside and wildlife; allowing those organisations to use their hard earned funds on something more vital than advertising. They also wanted to provide as much information as they could to help people working across the sector and to offer advice (and hope) to those just starting out in their careers. These are still our fundamental tenets and many people still can't believe that we offer so much free of charge and not only that but that we suggest cheaper options instead of piling on more 'added extras'.
Please see our statement about social enterprise on the About Us pages of our website.

Example of Standard Linage – Free (CJS Weekly only)

JOB **RURAL POLICY OFFICER**
BE4 14/6/02 IV 27/7/02
LOC EDINBURGH
PAY 17000-22000
FOR RSPB

Provide cross-departmental support for the development & promotion of key policy areas which impact upon rural Scotland. Develop a broad-based understanding of a wide range of policy areas combined with the ability to focus on specific sectors & issues as the need arises. Good general knowledge of a broad range of policy areas of relevance to rural Scotland & degree in a relevant land-use or environmental discipline are essential. Excellent written & verbal communication skills with ability to analyse & evaluate a variety of topics & incoming material. Experience in conservation policy work and/or land management required. Send A4 SAE to Lorna Wilkie, RSPB Scotland Headquarters, Dunedin House, 235 Revelston Terrace, Edinburgh, EH4 3TP.

How much does it cost? Quick comparison

Basic Text	Standard Listing	Unlimited
		
Cost: £75 **Advert type:** 200 words text (no logo)	£125 400 words plus 1 logo	£175 unlimited text (we recommend a maximum of 800 words) and logos

Add CJS Professional to any advert for £10

All adverts.

Online for six weeks or until the closing date whichever is sooner. Longer runs by arrangement.
Published in full in the next available edition of CJS Weekly, our subscribers newsletter.

If you need a full display advert (e.g. for dual languages) please contact us for further details.

Extras

Add a video: £40
Higher promotion: £25 per day Additional promotion with more detailed tweet plus LinkedIn and Facebook postings with highlighted repeat listings in the daily email. Limits: maximum of 3 per week.
Job of the Day: £50 per day As higher promotion but with an image, you can supply an image to use or CJS will create one for you. Includes: banner on the main jobs page.
Limits: maximum of 1 promotion per advert per week.
Social Package: £75 per advert As for Job of the Day plus sharing to other website / fora, for example specialist Facebook pages and LinkedIn groups, selected by CJS to ensure we're reaching the right audience for your job. Limits: one promotion per advert only.
See samples and more info here: https://c-js.co.uk/CJSadPromo
Featured Job in CJS Weekly £25 Boost your advert to the top of the Weekly edition, with an eye catching Featured Job banner
Featured Job in CJS Professional £10 Links direct from the email to your advert on CJS.
Place details of your vacancy at the top of the CJS Professional email ensuring it will be seen in the email preview pane. Job title, employer name, location plus a sentence to promote your vacancy.
Featured Jobs are an excellent way to promote 'sticky' vacancies.

- More information and samples can be seen here: https://c-js.co.uk/CJSadPromo

And don't forget FREE

CJS Weekly is the only CJS publication to carry free recruitment advertising.
Standard Free Linage is the basic details of your vacancy edited to the in house style, under five standard headings, maximum word count of 200 per advert.

Volunteers and unpaid posts

50% discount off all advertising. ALL including free adverts are posted online at: https://www.countryside-jobs.com/volunteers This is distinct from the main CJS Online jobs page. Paid adverts receive a greater level of social media coverage.

Lots of adverts?

We offer a range of discounts when purchasing three or more adverts, ask for more details.

REGULAR ADVERTISING PACKAGE: CJS Weekly®

Online and newsletter

First Published: July 1994
Availability: Newsletter - On a subscription only basis. Website, open access
Readership Newsletter: 250 copies, c. 8,500 readers including every National Trust site, many RSPB and Wildlife Trust sites, university careers departments but mostly to individuals - see more in readership composition.
Readership online: Open access, no need to register, includes daily email and social media coverage. Average of 200,000 page loads per month for jobs section.
Why choose CJS Weekly: Offers highly targeted advertising. Online element online for six weeks.

Published: Every Friday except over Christmas and New Year, Good Friday.
Deadlines **Booking:** For artwork only, noon Thursday.
Copy: 5pm Thursday.

Rates: + VAT@ standard rate

Basic Text: 200 words £75
Standard Listing: 400 words plus one logo £125
Unlimited: unlimited text and logos £175

NB: If you need a full display advert (e.g. for dual languages) please contact us for further details.

Free advertising (not online)

CJS Weekly is the only CJS publication to carry free recruitment advertising.
Free linage: basic details of your vacancy edited to the in house style, under five standard headings. Maximum word count 150.

Enhance your free advert

Add a logo	£20	
Enhanced listing	£20	Slightly different layout, bold heading.

Others:

Volunteers, unpaid posts and Apprenticeships. 50% discount off all advertising. ALL including free adverts are posted online at: http://www.countryside-jobs.com/vols for volunteers and unpaid, https://www.countryside-jobs.com/volunteers/apprenticeships for apprenticeships and interns. These are distinct from the main CJS Online jobs page.
Paid adverts receive greater social media coverage.
Add a video: £40 embedded in your online advert with a dedicated link included in the newsletter version
Featured Job in CJS Weekly £25 Boost your advert to the top of the Weekly edition, with an eye catching Featured Job banner

Promote your online advert:

Higher promotion: £25 per day Additional promotion with more detailed tweet plus LinkedIn and Facebook postings with highlighted repeat listings in the daily email. Limits: maximum of 3 per week.
Job of the Day: £50 per day As higher promotion but with an image, you can supply an image to use or CJS will create one for you. Includes: banner on the main jobs page.
Limits: maximum of 1 promotion per advert per week.
Social Package: £75 per advert As for Job of the Day plus sharing to other website / fora, for example specialist Facebook pages and LinkedIn groups, selected by CJS to ensure we're reaching the right audience for your job. Limits: one promotion per advert only.

- More information and samples can be seen here: https://c-js.co.uk/CJSadPromo

Suggested extra: Where deadlines permit add CJS Professional for £10

Reader Profile

Highest qualification achieved
GCSE: 2%
A Level: 3%
BTEC / National Diploma: 10%
Degree: 47%
Masters or higher: 38%

Next post preferred grade
Entry / starter: 10%
Assistant level: 22%
Main grade: 30%
Senior grade: 23%
Management level: 21%

Years of professional experience
New graduate / just starting or transferring into the sector <1 year: 7%
Up to 5 years: 19%
6-9 years: 9%
10-14 years: 15%
15-19 years: 10%
Over 20 years: 35%

27% are a **member of a relevant professional association** e.g. CIEEM

Data from reader survey held in November 2021

Posts of interest
Ecology and biodiversity is now the most popular type of role for CJS readers being of interest to 98% and forming the main search for 44% with 47% wanting to see more of this type of job.

Countryside Ranger / Warden and **Countryside Officer** posts are of interest to over 95% of the readership and form the main area of interest for 40%. Purely practical countryside management is the main focus for 31% of the readership

Environmental Education including Forest School has is the main search for 20% and is of interest to 91%
Outdoor Education and adventure activity leadership, including bushcraft is a more recent addition but is still of interest to 88% of the readership forming the main focus of the job search for 9%
Arboriculture is another area of increasing interest with less than 10% showing no interest in this area and a quarter wanting more coverage.
Research and field work e.g. bat survey is of interest to 94% with 19% making it the main focus of their search and 40% requesting more of these roles be advertised.
Rights of Way and access is the main search area for 14% and 24% wanting more of these vacancies.
Zoology and **working with wildlife and animals** (not research) is of interest to 94% of readers and **animal handling** (including zoos) is of interest to 72% and **animal welfare** specifically forming the main search for 8% and a fifth wanting to see more welfare focused posts.

Support roles including IT form the main search for 6% and a further 8% are want to see more vacancies in in **publicity, promotion** and press or membership recruitment.
90% find **Volunteer management and youth work** roles interesting with 10% actively seeking work in this area.

Community project work including health initiatives such as green gym and green prescriptions forms the main job search area for 20% and is of interest to 94% whilst a third would like to see more vacancies in this area.

Recently added areas.
Rural regeneration project work has been requested by 85% of readers
Horticulture (gardeners) was also included after requests from readers in a previous survey and is of interest to over three quarters forming the main focus for 9%
Heritage and Archaeology e.g. ancient monument management is another area recently included in response to reader requests, a third would like to see more of these roles and 10% are actively seeking work in this area.

New areas.
We asked about areas that we are not currently actively covering.
There is also a growing interest in **energy e.g. wind or solar farm** with 59% wanting to see more of these types of roles. Another growing area is **research** in subject areas not currently covered e.g. plant pathology and water quality, 56% of readers would like more of these vacancies advertised.

CJS Weekly Newsletter

Our advertisers say:

- We were extremely pleased with the response from our CJS advert and will definitely use it again. (Private company)
- Employed a very strong candidate who responded to our CJS advert. (National conservation charity)
- Excellent service and the best option for small organisations, especially for part time and short term contracts where advertising is not always cost effective. CJS cuts out inappropriately qualified applicants. (Local biodiversity partnership)
- Excellent service, speed with which ads can be placed is a definite bonus. (FT 100 company)
- Response has been good and we have appointed good staff. (Heritage Coast)

Our readers say:

- The only source I use to look for countryside jobs - I look forward to its arrival every week.
- My career would be completely different without ten years of CJS - Thank you!!
- A great service which has served as a reliable method of securing employment for me over the last ten years. It continues to go from strength to strength.
- Very useful to all our staff, thanks for a consistent and reliable service. (a county countryside service)
- Used by everyone I know in the industry.
- A university careers services said - Greatly appreciated by all our students.

CJS Online (website element) - see general reader profile

Our advertisers say:

- The quality of candidates responding to CJS adverts means that I don't have to do much other advertising to get a decent shortlist for interview. Value for money second to none. (City Council)
- Very satisfied with the speed, efficiency and costs involved throughout the entire advertising process. (Government Department)
- Impressed with the promptness of the advert going onto the internet and subsequent speed of the first interest coming through on email, first enquiry came through in the afternoon of the advert being placed. (Private Zoo)
- The best response that we have received, excellent coverage. (County Council)
- We had a very good response to the advert and thank you for your assistance. (Royal Estate)

Our readers say:

- A daily routine, thank you for giving such consistently good service to environmental job hunters.
- By far the leading website for providing career opportunities in the countryside management sector.
- My first port of call when looking for a job.
- The leading conservation jobsite on the net and one renowned throughout the ecological and biological world.
- Probably the one and only site worth looking at for jobs in the conservation sector.
- The one stop shop for all environmental jobs.

CJS Weekly subscribers Reader Profile **for Standard Free Linage adverts** (i.e. for adverts that do not appear online)

Highest qualification achieved
GCSE: 1%
A Level: 3%
BTEC / National Diploma: 11%
Degree: 44%
Masters or higher: 41%

Next post preferred grade
Entry / starter: 10%
Assistant level: 25%
Main grade: 33%
Senior grade: 21%
Management level: 33%

Years of professional experience
New graduate / just starting or transferring into the sector <1 year: 8%
Up to 5 years: 26%
6-9 years: 9%
10-14 years: 13%
15-19 years: 10%
Over 20 years: 34%

31% are members of **a relevant professional association** e.g. CIEEM

Data from reader survey held in November 2021

Readership composition
We offer a free student and recent graduate subscription to CJS Weekly and this group account for two thirds of readership. 6% of subscribers are group subscriptions, this is where an organisation subscribed on behalf of a group of readers, 40% of these are colleges, universities and higher education careers centres, 20% are wildlife groups including the Wildlife Trusts, 10% subscribe on behalf of volunteers groups. We also work closely with HighGround: Life beyond the military - outdoors. HighGround's mission is to improve the wellbeing and employment prospects of serving personnel and veterans using the green environment.

Posts of interest to readers of CJS Weekly
Countryside Ranger / Warden and **Countryside Officer** posts are of interest to over 95% of the readership and form the main area of interest for over a third. Purely practical countryside management is the main focus for 28% of the readership and 40% would like to see an increase in the number of practical roles.
Environmental Education including Forest School has is the main search for 23% and is of interest to 92% and over 40% would like to see more these roles.
Outdoor Education and adventure activity leadership, including bushcraft is a more recent addition but is still of interest to 90% of the readership and 19% would like to see increased coverage of this sector.
Ecology and biodiversity is now the most popular type of role for CJS readers forming the main search for 42% with over 50% wanting to see more of this type of job.
Arboriculture is another area of increasing interest 14% of readers stated this area is the main focus of their job search and 28% would like more arboricultural vacancies to advertised with CJS.
Rights of Way and access is the main search area for 10% and 23% wanting more of these vacancies.
Zoology and **working with wildlife and animals** (not research) is of interest to 95% of readers. it is the main focus for 31% and 42% expressed a desire for more adverts in this sector. Additionally **animal handling** (including zoos) is of interest to three quarters and **animal welfare** specifically forming the main search for 10% and a fifth wanting to see more welfare focused posts.
Horticulture (gardeners) was also included after requests from readers and is of interest 85% forming the main focus for 6%
Support roles including IT form the main search for 6% and a further 7% are looking for a job in **publicity, promotion** and press or membership recruitment.
Over 90% find **Volunteer management and youth work** roles interesting with 7% actively seeking work in this area and a fifth want to see more of these advertised.
Community project work including health initiatives such as green gym and green prescriptions forms the main job search area for 19% and is of interest to 96% whilst a 30& would like to see more vacancies in this area.
Heritage and Archaeology e.g. ancient monument management is another area recently included in response to reader requests, 28% would like to see more of these roles and 9% are actively seeking work in this area.

Sustainability: recycling, waste reduction, composting, climate and net zero was re-introduced in 2019. it is a popular addition 95% finding it of interest and 46% requesting more vacancies in this area with 8% stating it is the main focus of their job search. In addition when asking about new areas 59% expressed an interest in energy role e.g. wind farm or solar farm
Another growing area is **research** in subject areas not currently covered e.g. plant pathology and water quality, 62% of readers would like more of these vacancies advertised.

FULL COVERAGE PACKAGE: CJS Professional

Online and in two newsletter editions

First Published: July 1999
Availability: sent as a free digital magazine to offices and sites of relevant authorities, agencies and major conservation charities also to opt in members of Countryside Management Association and Scottish Countryside Rangers Association.
Each edition is published online here: https://www.countryside-jobs.com/professional/
Your advert appears in CJS Weekly and CJS Online for up to six weeks.
Readership: 3,200+ copies sent by email. 1/4 of readers forward their copy to colleagues. 56% of readers click through to read the edition every or most months with a further 30% stating it depends on the newsletter content. 83% of readers always read the job adverts and 305 of readers find the voluntary opportunities and information interesting
Total readership c.100,000
Why choose CJS Professional: Offers best value allowing you to reach all three of our audiences for the cost of just one advert.
In addition to your advert in CJS Weekly and online. Full publication is posted online and is live for one month from date of publication. The online advert element of the package can be posted any day and remains online for up to six weeks, longer runs by arrangement. Same copy for all three elements, variations may be available please request a quote.
Published: Second Thursday of every month
Deadlines **Booking:** 5pm Monday preceding publication
Copy: 12 noon Tuesday preceding publication
Please see next page for exact dates, or online.

Rates: + VAT@ standard rates
Basic text: 200 words £85
Standard Listing: 400 words plus one logo £135
Unlimited: Unlimited text and logos £185

All options:
Only £10 more than CJS Weekly

If you need a full display advert (e.g. for dual languages) please contact us for further details.

Additional enhancement and promotion options
Featured Job in CJS Professional £10 Links direct from the email to your advert on CJS.
Place details of your vacancy at the top of the CJS Professional email ensuring it will be seen in the email preview pane. Job title, employer name, location plus a sentence to promote your vacancy. An excellent way to promote 'sticky' vacancies.
Add a video: £40
Higher promotion: £25 per day Additional promotion with more detailed tweet plus LinkedIn and Facebook postings with highlighted repeat listings in the daily email. Limits: maximum of 3 per week.
Job of the Day: £50 per day As higher promotion but with an image, you can supply an image to use or CJS will create one for you. Includes: banner on the main jobs page.
Limits: maximum of 1 promotion per advert per week.
Social Package: £75 per advert As for Job of the Day plus sharing to other website / fora, for example specialist Facebook pages and LinkedIn groups, selected by CJS to ensure we're reaching the right audience for your job. Limits: one promotion per advert only.

- More information and samples can be seen here: https://c-js.co.uk/CJSadPromo

Our advertisers say:

- The nearest thing to a trade paper that rangering in the UK has. (Borough Council)
- We have always filled our Countryside Ranger posts from CJS. (Borough Council)
- Very happy with your service. (Government Agency)
- It was very efficient and clearly popular with potential employees in this field. (County Council)
- Always get a good response with adverts in CJS. (Borough Council)

Reader profile for CJS Professional

Highest qualification achieved
GCSE: 1%
A level: 4%
BTEC / HND: 11%
Degree: 48%
Masters or higher: 36%

Next post preferred grade
Entry level: 7%
Assistant: 13%
Main grade: 26%
Senior grade: 33%
Management level: 21%

Years of professional experience
Up to 5 years: 14%
6-9 years: 6%
10-14 years: 11%
15-19 years: 7%
Over 20 years: 60%

40% are members of **a relevant professional association** e.g. CIEEM

Data from reader survey held in November 2021

2024 editions and deadlines

Issue	**Booking** 5pm Mon	**Copy** 12noon Tues	**Published**
January	8/1	9/1	11/1
February	5/2	6/2	8/2
March	11/3	12/3	14/3
April	8/4	9/4	11/4
May	**Fri 3/5 NB: May Day**	7/5	9/5
June	10/6	11/6	13/6
July	8/7	9/7	11/7
August	5/8	6/8	8/8
September	9/9	10/9	12/9
October	7/10	8/10	10/10
November	11/11	12/11	14/11
December	9/12	10/12	12/12

Adverts for unpaid posts / volunteers and apprenticeships

50% discount off all advertising*.
You may place adverts for volunteers in any of the publications.
We offer additional free advertising options for voluntary posts.
We also publish a CJS Focus on Volunteering in February; please ask for more details about this.
46% of readers would be interested in taking a voluntary board or committee role such as becoming a trustee.

Free advert:
Standard linage in CJS Weekly includes the same advert on the volunteers page of the CJS website.
For voluntary / unpaid roles here: countryside-jobs.com/volunteers
For apprenticeships / interns here: countryside-jobs.com/volunteers/apprenticeships-and-interns

Special deals for Voluntary/Apprentice posts:
Enhance your free linage in CJS Weekly and on the volunteers page online:

Add a logo	£10	(50% discount already applied)
Enhanced listing	£10	Slightly different layout, bold heading.
Embed a video	£20	

* Excludes CJS Focus which has different rates, please ask for information.

Discounts and deals

Repeat ads
If you don't fill the post in the first round of advertising and have to re-advertise we'll give you a discount of 20% of the cost of your second advert. If you still don't manage to fill the post then we'll advertise it free of charge until you do! (online only).

Volunteer and Apprenticeships posts
50% off all paid advertising.
Standard linage in CJS Weekly AND same linage advert online: Free.
Enhance your listing by adding a logo for £10 (discount already applied)

Online only options: Longer online advertising
For adverts with extended closing dates longer runs are available at 20% of the total cost per extra week (a 20% saving over a four week period).

Agency Discount: 10%, just tell us to claim your 10%
Charity Discount: 10% with completed Charity VAT Exemption Certificate, download a pro forma here: www.countryside-jobs.com/Download/admin/VATcharitydeclaration.pdf

Bulk buying packages

Number of adverts to be placed	Discount %
3	5
5	10
10	15
25	20

Buy in bulk, pay up front and receive a discounted price.
You can use your pre-purchased adverts at any time over one calendar year.
Valid for any type of advert.

If you're looking for a larger package than this please contact us to discuss

Terms for package deals.
Please specify repeat or multiple at time of booking.
Repeat adverts: like for like adverts only, if you require a bigger advert it will be at the full price, free adverts will be online and Weekly standard linage only.
Longer online advertising: adverts must run concurrently with no alterations to the main copy.
Bulk Deals: size / type of adverts to be agreed and must be paid in full in advance. Payment by instalment available on larger package deals, ask for details.
These discounts will be applied after any other e.g. 50% for voluntary posts.
All adverts to be the same type, e.g. all 200 word linage plus one logo.

Full terms and conditions of advertising are available online or on request.

ADDITIONAL SERVICES: CJS Services

Additional recruitment services.
Available to add to any advertising with CJS, even the free linage in CJS Weekly.

Hosting additional information
If you don't have a website or are unable to host your own documentation we can host your job description, application pack or other documentation.
We can supply you with a web link to use in any other advertising.
From experience we've found that putting additional information in a downloadable document is more reader friendly than including it an exceptionally long Unlimited listing.
Cost minimum of £10 per document. Charged at £10 per 100kb or part thereof.

PO Box
If you request application by CV and don't want them arriving in dribs and drabs or taking up your administrators time use a CJS PO Box.
We will set up a box number for replies which can be sent to us by post or email. We will acknowledge receipt for you and once the closing date has passed send a bundle of applications either by post or electronically, we can scan and email paper applications.
Cost £50 for digital only (by email)
£75 for post and digital.

Application forms
Use our online standard application form.
Direct applicants to our form, you can use the address in other adverts.
We collect the responses, acknowledge receipt and send you all applications by email or post after the closing date has passed.
Cost £100

CJS shortlisting service
The ultimate package.
Use our online application form, provide us with a list of criteria both essential and desirable, you can rank them in order of preference.
We will acknowledge receipt of applications on your behalf and collect the responses.
Once the closing date has passed we will group your applications into sets up to a maximum of four groups, according to your criteria and then send you the applications.
Cost £750

CV Search
Our sister site countryside-careers.com is a CV listing service for countryside job seekers and freelancers. It is free to see the profiles and access the CVs. You can browse by sector or search using a series of criteria. To access candidate contact information you must be registered on the site which is also free, applications to register as a recruiter are reviewed by the CJS Team to ensure employers are genuine.
Cost FREE

For information
CJS is fully compliant with GDPR, is registered with the Information Commissioners Officers and is on the Data Protection Register, register entry Z98570707.
CJS will forward to the employer or their agent all information provided and will not retain or use supplied information for any other purpose.
CJS will destroy all copies within two weeks of the interview date or within eight weeks of the closing date whichever is the longer.